

Summary of the Proposed Employment Agreement between the Board of School Commissioners of the City of Indianapolis and Aleesia Johnson as Superintendent

**A Public Hearing to be Held on July 16th, 2019 at 3:00pm in the Board Room
of the John Morton-Finney Center for Educational Services Located at
120 E. Walnut Street, Indpls., Indiana 46204**

BASIC TERMS OF AGREEMENT

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| 1. <u>Term*</u> | Through June 30 th , 2022 but will be extended by an additional one (1) year if a majority of the Board evaluates Mrs. Johnson as “Effective” or “Highly Effective” in her previous years’ performance |
| 2. <u>Annual Basic Salary</u> | \$238,000 |
| 3. <u>Annual Cost of Standard Benefits which are the same as other Administrators**</u> | |
| Medical | \$20,400 (family coverage) |
| HSA Contribution | \$1,500 |
| Biometric Screening Credit | \$500 |
| Dental | \$825.80 (family coverage) |
| Life Insurance | \$134.50 |
| Vision | \$63.58 |
| Employee Assistance Program | \$22.30 |
| Long Term Disability | \$1049.58 |
| Employer Contribution | |
| Teacher Retirement Fund | |
| 5.5% | \$13,750 |
| Employer Pick-up of Employee Contribution – 3% | \$7,500 |
| 403(b) Match | \$175 |
| <u>Total Cost of Standard Benefits</u> | \$45,920.76 |
| 4. <u>Annual Cost of Additional Benefits</u> | |
| • Automobile Allowance*** | \$12,000 |
| • Reimbursement for**** | |
| Professional Growth Expenses - e.g., professional organizations, seminars, membership dues, other legitimate business expenses | Up to a maximum of \$6,000 |
| • Tuition Reimbursement | Upon completion as mutually agreed upon |
| <u>Total Financial Benefits:</u> | \$301,921 |

Other Benefits

- Technology Support – the Board will provide computer equipment to facilitate work from home and mobile smart device and support.
- Consulting - Mrs. Johnson may serve as a consultant to other school systems, educational agencies, or engage in writing or speaking engagements at her discretion, but shall notify the Board of any such engagement and must utilize available personal or vacation time in the performance of such activities.

Evaluation: The Superintendent will be evaluated by the Board annually and rated using the same categories applied to teachers and other administrators: "highly effective," "effective," "improvement necessary," or "ineffective." Like any certified employee, any salary changes will be contingent on performance.

Increases: Future salary increases shall be the same percentage as increases in the average annual salary for teachers under subsequent collective bargaining agreements subject to the same performance evaluation eligibility criteria.

* Agreement Length: Ind. Code 20-28-8-6(b)(1) states that "[t]he contract must be for a term of at least one (1) year and not more than three (3) years." However, the Agreement can be cancelled by the Board for the same list of reasons applicable to the cancellation of a teacher contract listed in Ind. Code 20-28-7.5-1(b). The Board may also terminate the contract at any time if it pays severance the lesser of one year of base salary or \$250,000.

** If the standard benefits change for Administrators, then they would change for the Superintendent as well.

*** The automobile allowance is added to base salary and is subject to TRF contributions.

**** Professional development expenses are for reimbursement of approved expenses and are not subject to TRF contributions, or to be considered as income for other purposes.

A copy of the approved contract will be posted to the district's internet web site: www.myips.org